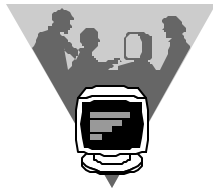


CATWIN 1.1



Navy-Wide Norms

**Based on the 1999/2000 Navy
Equal Opportunity/Sexual
Harassment (NEOSH) Survey**

Note: These norms are to be used in conjunction with CATWIN 1.1. Norms are not available for Civilian items.

Command Equal Opportunity/Sexual Harassment (CEOSH) Survey
1999/2000 Navy-Wide Norms
Total Navy

ADVANCEMENT	Mean
Q1 Get recognition deserved	3.17
Q2 Recommends people	3.48
*Q3 Work harder than others	3.04
 DISCRIMINATION	
Q1 People get along	4.04
*Q2 Discrimination against Blacks	1.84
*Q3 Discrimination against Hispanics	1.81
*Q4 Discrimination against other minorities	1.80
*Q5 Discrimination against Whites	1.87
*Q6 Discrimination against women	1.98
*Q7 Discrimination against men	1.86
 GRIEVANCES/COMPLAINTS	
Q1 Command resolves EO	3.59
Q2 Feel free to report	3.49
Q3 Fair hearing	3.57
 SEXUAL HARASSMENT	
*Q1 SH is occurring	2.39
Q2 Actions taken to prevent	3.98
Q3 SH enforced by leaders	4.06
Q4 Training taken seriously	3.79
Q5 Feel free to report SH	3.76

Note: Scores range from 1=Strongly Disagree to 5=Strongly Agree.
 *Negatively worded item - lower score is better.

**EO/SH TRAINING		Percent
Q1 Received EO training		
YES		74
NO		22
DK		5
Q2 Received SH training		
YES		89
NO		10
DK		1
Q3 Command has CMEO program		
YES		79
NO		2
DK		19
WORK ISSUES		Mean
Q1 Enjoy working for Navy		3.52
Q2 Enjoy type of work		3.77
Q3 Satisfied with work relationships		3.58
Q4 Feel loyalty		3.64
Q5 Satisfied with supervisor support		3.47
Q6 Satisfied with supervision quality		3.39
DIVERSITY ISSUES		
Q1 Command is fair		3.52
Q2 Command values different backgrounds		3.74
Q3 Policies treat equally		3.77
*Q4 Minorities have little influence		2.44
*Q5 Difficult for women to progress		2.05
EXTREMIST/HATE GROUPS		
Q1 Aware of command policy		3.91
*Q2 Extremist act. occurring		2.04
*Q3 Seen extremist material		1.95
*Q4 Target of extremist act.		1.69

Note: Scores range from 1=Strongly Disagree to 5=Strongly Agree.

*Negatively worded item - lower score is better.

**Factual items may not sum to 100% due to rounding.

MILITARY-SPECIFIC ITEMS

RETENTION	Mean
Q1 Provides needed information	3.31
Q2 Experiences encourage stay	2.62
Q3 Impressed with transition	3.13
DISCIPLINE	
Q1 Discipline is fair	3.46
Q2 Punishment not racial	3.92
*Q3 Harsher punishment	1.99
FRATERNIZATION	
Q1 Understand fraternization policy	4.21
*Q2 Fraternization occurring	2.99
*Q3 Fraternization is a problem	2.38
Q4 Command stops fraternization	3.50

Note: Scores range from 1=Strongly Disagree to 5=Strongly Agree.

*Negatively worded item - lower score is better.

**Factual items may not sum to 100% due to rounding.

**Command Equal Opportunity/Sexual Harassment (CEOSH) Survey
1999/2000 Navy-Wide Norms
Racial/Ethnic Group**

	<u>White</u>	<u>Black</u>	<u>Hispanic</u>	<u>Asian/ Pac Is</u>
	Mean			
ADVANCEMENT				
Q1 Get recognition deserved	3.24	2.89	3.03	3.27
Q2 Recommends people	3.55	3.23	3.35	3.59
*Q3 Work harder than others	2.89	3.45	3.03	3.37
DISCRIMINATION				
Q1 People get along	4.09	3.88	3.94	3.98
*Q2 Discrimination against Blacks	1.61	2.57	2.01	1.87
*Q3 Discrimination against Hispanics	1.61	2.43	2.12	1.89
*Q4 Discrimination against other minorities	1.61	2.36	2.02	2.04
*Q5 Discrimination against Whites	1.86	1.93	1.82	1.83
*Q6 Discrimination against women	1.87	2.38	2.12	1.97
*Q7 Discrimination against men	1.79	2.08	2.01	1.83
GRIEVANCES/COMPLAINTS				
Q1 Command resolves EO	3.71	3.19	3.46	3.73
Q2 Feel free to report	3.58	3.18	3.39	3.59
Q3 Fair hearing	3.67	3.15	3.40	3.67
SEXUAL HARASSMENT				
*Q1 SH is occurring	2.33	2.59	2.55	2.44
Q2 Actions taken to prevent	3.99	3.95	3.91	4.04
Q3 SH enforced by leaders	4.10	4.01	3.93	4.06
Q4 Training taken seriously	3.79	3.74	3.77	3.91
Q5 Feel free to report SH	3.75	3.75	3.73	3.82

Note: Scores range from 1=Strongly Disagree to 5=Strongly Agree.
*Negatively worded item - lower score is better.

	<u>White</u>	<u>Black</u> Percent	<u>Hispanic</u>	<u>Asian/ Pac Is</u>
**EO/SH TRAINING				
Q1 Received EO training				
YES	75	66	73	78
NO	21	28	21	18
DK	4	7	7	4
Q2 Received SH training				
YES	88	91	88	94
NO	11	7	8	5
DK	1	2	4	1
Q3 Command has CMEO program				
YES	79	79	74	81
NO	2	2	1	1
DK	19	18	24	18
WORK ISSUES				
Q1 Enjoy working for Navy	3.47	3.57	3.55	3.75
Q2 Enjoy type of work	3.81	3.70	3.65	3.71
Q3 Satisfied with wrk. relationships	3.61	3.49	3.59	3.56
Q4 Feel loyalty	3.64	3.53	3.67	3.89
Q5 Satisfied with sup. support	3.49	3.35	3.44	3.59
Q6 Satisfied with sup. quality	3.43	3.21	3.33	3.59
DIVERSITY ISSUES				
Q1 Command is fair	3.60	3.26	3.38	3.60
Q2 Command values diff. bkgrnds	3.85	3.46	3.54	3.70
Q3 Policies treat equally	3.81	3.54	3.76	3.90
*Q4 Minorities have little influence	2.22	3.00	2.74	2.71
*Q5 Difficult for women to progress	1.97	2.22	2.19	2.21
EXTREMIST/HATE GROUPS				
Q1 Aware of command policy	3.92	3.91	3.80	3.95
*Q2 Extremist act. occurring	1.96	2.33	2.06	2.14
*Q3 Seen extremist material	1.86	2.20	2.07	2.00
*Q4 Target of extremist act.	1.64	1.83	1.67	1.88

Note: Scores range from 1=Strongly Disagree to 5=Strongly Agree.

*Negatively worded item - lower score is better.

**Factual items may not sum to 100% due to rounding.

MILITARY-SPECIFIC ITEMS

	<u>White</u>	<u>Black</u>	<u>Hispanic</u>	<u>Asian/ Pac Is</u>
RETENTION			Mean	
Q1 Provides needed information	3.40	3.02	3.15	3.39
Q2 Experiences encourage stay	2.63	2.49	2.62	2.90
Q3 Impressed with transition	3.17	2.96	3.03	3.28
DISCIPLINE				
Q1 Discipline is fair	3.49	3.33	3.27	3.63
Q2 Punishment not racial	4.05	3.47	3.79	3.97
*Q3 Harsher punishment	1.76	2.66	2.37	2.23
FRATERNIZATION				
Q1 Understand frat. policy	4.23	4.15	4.15	4.22
*Q2 Fraternization occurring	2.91	3.28	3.10	2.93
*Q3 Fraternization is a problem	2.33	2.55	2.45	2.35
Q4 Command stops fraternization	3.53	3.33	3.44	3.67

Note: Scores range from 1=Strongly Disagree to 5=Strongly Agree.
 *Negatively worded item - lower score is better.

Command Equal Opportunity/Sexual Harassment (CEOSH) Survey
1999/2000 Navy-Wide Norms
Gender

	<u>Male</u>	<u>Female</u>
	Mean	
ADVANCEMENT		
Q1 Get recognition deserved	3.17	3.17
Q2 Recommends people	3.50	3.38
*Q3 Work harder than others	3.05	2.97
DISCRIMINATION		
Q1 People get along	4.04	4.01
*Q2 Discrimination against Blacks	1.82	1.94
*Q3 Discrimination against Hispanics	1.81	1.83
*Q4 Discrimination against other minorities	1.80	1.83
*Q5 Discrimination against Whites	1.88	1.80
*Q6 Discrimination against women	1.90	2.48
*Q7 Discrimination against men	1.88	1.72
GRIEVANCES/COMPLAINTS		
Q1 Command resolves EO	3.62	3.42
Q2 Feel free to report	3.52	3.27
Q3 Fair hearing	3.59	3.40
SEXUAL HARASSMENT		
*Q1 SH is occurring	2.34	2.73
Q2 Actions taken to prevent	4.00	3.83
Q3 SH enforced by leaders	4.09	3.92
Q4 Training taken seriously	3.80	3.69
Q5 Feel free to report SH	3.80	3.49

Note: Scores range from 1=Strongly Disagree to 5=Strongly Agree.
 *Negatively worded item - lower score is better.

	<u>Male</u>	<u>Female</u>
Percent		
**EO/SH TRAINING		
Q1 Received EO training		
YES	74	72
NO	21	24
DK	5	4
Q2 Received SH training		
YES	89	87
NO	10	11
DK	1	2
Q3 Command has CMEO program		
YES	79	78
NO	2	1
DK	19	21
WORK ISSUES		
Q1 Enjoy working for Navy	3.51	3.58
Q2 Enjoy type of work	3.78	3.68
Q3 Satisfied with wrk. relationships	3.59	3.57
Q4 Feel loyalty	3.64	3.64
Q5 Satisfied with sup. support	3.47	3.43
Q6 Satisfied with sup. quality	3.41	3.29
DIVERSITY ISSUES		
Q1 Command is fair	3.54	3.40
Q2 Command values diff. bkgrnds	3.76	3.62
Q3 Policies treat equally	3.78	3.66
*Q4 Minorities have little influence	2.43	2.48
*Q5 Difficult for women to progress	1.98	2.47
EXTREMIST/HATE GROUPS		
Q1 Aware of command policy	3.92	3.85
*Q2 Extremist act. occurring	2.05	1.97
*Q3 Seen extremist material	1.97	1.80
*Q4 Target of extremist act.	1.71	1.57

Note: Scores range from 1=Strongly Disagree to 5=Strongly Agree.

*Negatively worded item - lower score is better.

**Factual items may not sum to 100% due to rounding.

MILITARY-SPECIFIC ITEMS

	<u>Male</u>	<u>Female</u>
RETENTION		
Q1 Provides needed information	3.35	3.08
Q2 Experiences encourage stay	2.65	2.46
Q3 Impressed with transition	3.15	2.97
 DISCIPLINE		
Q1 Discipline is fair	3.49	3.20
Q2 Punishment not racial	3.95	3.77
*Q3 Harsher punishment	1.98	2.03
 FRATERNIZATION		
Q1 Understand frat. policy	4.20	4.28
*Q2 Fraternization occurring	2.94	3.29
*Q3 Fraternization is a problem	2.36	2.52
Q4 Command stops fraternization	3.51	3.44

Note: Scores range from 1=Strongly Disagree to 5=Strongly Agree.
*Negatively worded item - lower score is better.

**Command Equal Opportunity/Sexual Harassment (CEOSH) Survey
1999/2000 Navy-Wide Norms
Officer/Enlisted**

	<u>Officer</u>	<u>Enlisted</u>
	Mean	
ADVANCEMENT		
Q1 Get recognition deserved	3.83	3.05
Q2 Recommends people	4.10	3.38
*Q3 Work harder than others	2.51	3.13
 DISCRIMINATION		
Q1 People get along	4.43	3.96
*Q2 Discrimination against Blacks	1.42	1.91
*Q3 Discrimination against Hispanics	1.41	1.88
*Q4 Discrimination against other minorities	1.42	1.87
*Q5 Discrimination against Whites	1.51	1.93
*Q6 Discrimination against women	1.56	2.06
*Q7 Discrimination against men	1.50	1.92
 GRIEVANCES/COMPLAINTS		
Q1 Command resolves EO	4.17	3.49
Q2 Feel free to report	4.15	3.37
Q3 Fair hearing	4.10	3.46
 SEXUAL HARASSMENT		
*Q1 SH is occurring	1.83	2.50
Q2 Actions taken to prevent	4.21	3.94
Q3 SH enforced by leaders	4.35	4.01
Q4 Training taken seriously	4.10	3.73
Q5 Feel free to report SH	4.15	3.69

Note: Scores range from 1=Strongly Disagree to 5=Strongly Agree.
*Negatively worded item - lower score is better.

	<u>Officer</u>	<u>Enlisted</u>
	Percent	
**EO/SH TRAINING		
Q1 Received EO training		
YES	71	74
NO	27	21
DK	2	5
Q2 Received SH training		
YES	79	91
NO	20	8
DK	1	2
Q3 Command has CMEO program		
YES	85	78
NO	2	2
DK	13	20
WORK ISSUES		
Q1 Enjoy working for Navy	4.05	3.42
Q2 Enjoy type of work	4.11	3.71
Q3 Satisfied with wrk. relationships	4.15	3.48
Q4 Feel loyalty	4.13	3.55
Q5 Satisfied with sup. support	3.97	3.38
Q6 Satisfied with sup. quality	3.99	3.29
DIVERSITY ISSUES		
Q1 Command is fair	4.20	3.40
Q2 Command values diff. bkgnds	4.17	3.66
Q3 Policies treat equally	4.24	3.68
*Q4 Minorities have little influence	2.02	2.52
*Q5 Difficult for women to progress	1.77	2.10
EXTREMIST/HATE GROUPS		
Q1 Aware of command policy	4.07	3.88
*Q2 Extremist act. occurring	1.60	2.13
*Q3 Seen extremist material	1.48	2.04
*Q4 Target of extremist act.	1.35	1.75

Note: Scores range from 1=Strongly Disagree to 5=Strongly Agree.
 *Negatively worded item - lower score is better.
 **Factual items may not sum to 100% due to rounding.

MILITARY-SPECIFIC ITEMS

	<u>Officer</u>	<u>Enlisted</u>
RETENTION		
Q1 Provides needed information	3.84	3.22
Q2 Experiences encourage stay	3.28	2.50
Q3 Impressed with transition	3.63	3.03
DISCIPLINE		
Q1 Discipline is fair	4.14	3.34
Q2 Punishment not racial	4.33	3.85
*Q3 Harsher punishment	1.49	2.08
FRATERNIZATION		
Q1 Understand frat. policy	4.42	4.17
*Q2 Fraternization occurring	2.38	3.10
*Q3 Fraternization is a problem	1.91	2.46
Q4 Command stops fraternization	3.88	3.44

Note: Scores range from 1=Strongly Disagree to 5=Strongly Agree.

*Negatively worded item - lower score is better.

Command Equal Opportunity/Sexual Harassment (CEOSH) Survey
1999/2000 Navy-Wide Norms
Paygrade/Rank

	<u>W2-W4</u>	<u>Officer</u> <u>O1-O3</u>	<u>O4-O6</u>	<u>E2-E3</u>	<u>Enlisted</u> <u>E4-E6</u>	<u>E7-E9</u>
	Mean					
ADVANCEMENT						
Q1 Get recognition deserved	4.10	3.74	3.93	3.13	2.90	3.74
Q2 Recommends people	4.03	4.07	4.15	3.35	3.28	3.99
*Q3 Work harder than others	2.48	2.32	2.80	3.03	3.19	2.97
DISCRIMINATION						
Q1 People get along	4.51	4.37	4.52	3.86	3.94	4.30
*Q2 Discrim. against Blacks	1.45	1.48	1.35	1.97	1.94	1.62
*Q3 Discrim. against Hispanics	1.44	1.45	1.34	1.94	1.91	1.63
*Q4 Discrim. other minorities	1.46	1.48	1.34	1.89	1.91	1.60
*Q5 Discrim. against Whites	1.73	1.51	1.51	1.86	2.02	1.56
*Q6 Discrim. against women	1.62	1.61	1.48	2.24	2.06	1.70
*Q7 Discrim. against men	1.61	1.53	1.46	1.94	1.98	1.54
GRIEVANCES/COMPLAINTS						
Q1 Command resolves EO	4.19	4.08	4.30	3.42	3.42	4.08
Q2 Feel free to report	4.22	4.09	4.22	3.42	3.23	4.10
Q3 Fair hearing	4.18	4.04	4.17	3.48	3.36	4.02
SEXUAL HARASSMENT						
*Q1 SH is occurring	1.77	1.89	1.77	2.79	2.53	1.86
Q2 Actions taken to prevent	4.05	4.15	4.29	3.88	3.91	4.22
Q3 SH enforced by leaders	4.12	4.30	4.41	4.00	3.96	4.34
Q4 Training taken seriously	4.19	4.03	4.19	3.61	3.72	4.06
Q5 Feel free to report SH	4.31	4.09	4.22	3.68	3.61	4.15

Note: Scores range from 1=Strongly Disagree to 5=Strongly Agree.
 *Negatively worded item - lower score is better.

	<u>W2-W4</u>	<u>Officer</u> <u>O1-O3</u>	<u>O4-O6</u>	<u>E2-E3</u>	<u>Enlisted</u> <u>E4-E6</u>	<u>E7-E9</u>
	Percent					
**EO/SH TRAINING						
Q1 Received EO training						
YES	82	71	70	71	74	78
NO	18	26	29	20	21	22
DK	0	3	1	9	5	0
Q2 Received SH training						
YES	94	78	80	86	92	94
NO	6	20	20	11	7	6
DK	0	1	0	3	1	0
Q3 Command has CMEO program						
YES	100	86	84	57	82	97
NO	0	1	2	0	2	2
DK	0	13	14	42	16	2
WORK ISSUES						
Q1 Enjoy working for Navy	4.50	3.86	4.28	3.05	3.41	4.20
Q2 Enjoy type of work	4.12	3.97	4.30	3.33	3.74	4.23
Q3 Satisfied with wrk. rel.	4.35	4.04	4.29	3.21	3.47	4.07
Q4 Feel loyalty	4.55	4.02	4.26	3.30	3.50	4.35
Q5 Satisfied with sup. support	4.18	3.89	4.07	3.16	3.37	3.83
Q6 Satisfied with sup. quality	4.22	3.89	4.10	3.22	3.22	3.83
DIVERSITY ISSUES						
Q1 Command is fair	4.21	4.14	4.28	3.32	3.32	4.02
Q2 Cmnd values diff. bkgrnds	4.12	4.11	4.25	3.58	3.60	4.12
Q3 Policies treat equally	4.16	4.21	4.30	3.50	3.64	4.21
*Q4 Minorities little influence	1.83	2.05	1.98	2.50	2.58	2.20
*Q5 Diff. for women to progress	1.62	1.80	1.74	2.03	2.18	1.84
EXTREMIST/HATE GROUPS						
Q1 Aware of command policy	3.96	3.95	4.22	3.78	3.85	4.25
*Q2 Extremist act. occurring	1.58	1.67	1.50	2.24	2.16	1.71
*Q3 Seen extremist material	1.64	1.48	1.47	2.15	2.08	1.59
*Q4 Target of extremist act.	1.41	1.36	1.36	1.83	1.76	1.53

Note: Scores range from 1=Strongly Disagree to 5=Strongly Agree.

*Negatively worded item - lower score is better.

**Factual items may not sum to 100% due to rounding.

MILITARY-SPECIFIC ITEMS

	<u>W2-W4</u>	Officer <u>O1-O3</u>	<u>O4-O6</u>	<u>E2-E3</u>	Enlisted <u>E4-E6</u>	<u>E7-E9</u>
RETENTION				Mean		
Q1 Provides needed info.	4.20	3.74	3.94	2.91	3.23	3.69
Q2 Exper. encourage stay	3.27	3.13	3.48	2.36	2.44	3.18
Q3 Impressed with transition	3.94	3.57	3.69	2.95	3.00	3.38
DISCIPLINE						
Q1 Discipline is fair	4.19	4.05	4.26	3.17	3.30	3.96
Q2 Punishment not racial	4.20	4.30	4.37	3.83	3.78	4.32
*Q3 Harsher punishment	1.46	1.56	1.41	2.11	2.13	1.70
FRATERNIZATION						
Q1 Understand frat. Policy	4.21	4.38	4.48	4.10	4.17	4.33
*Q2 Fraternization occurring	2.16	2.49	2.23	3.20	3.17	2.52
*Q3 Fraternization is a problem	1.91	2.00	1.79	2.43	2.55	2.05
Q4 Command stops frat.	3.90	3.75	4.06	3.52	3.34	3.89

Note: Scores range from 1=Strongly Disagree to 5=Strongly Agree.

*Negatively worded item - lower score is better.